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9 SEP 1969

MEMORANDUM FOR: Deputy Director for Support

SUBJECT : Reports of Problem Solving Seminars Nos. 1, 2, and 3

REFERENCE : Memo fr DD/S to all Support Office Heads, dtd 17 Nov 69  
Same subject

1. This memorandum is for information.

2. The proposals by the various Problem Solving Seminar Groups are indeed interesting and provocative. The Resources Allocation Board mentioned in the report of Seminar Group No. 1 would appear to require participation by other Directorates if it were to be effective. In the personnel management area, the theme of inter-office and inter-disciplinary development occurs in Seminar Group No. 1 report as well as in that of Seminar Group No. 2 to which the subject was assigned. This is gratifying inasmuch as we have been advocating this idea in our various reports to you. At the same time, there are hazards and risks in overdoing the rotation of specialists. There is the possibility of loss of expertise unless careful control is kept on rotation. Another rotation difficulty--and I note with satisfaction that the Seminar Groups have discussed the disadvantages as well as advantages of their proposals--is the matter of nominations from the individual Career Services which is probably the weakest element in the Support Directorate Seminar No. 2 proposals. The staff services and experience of the Office of Personnel might be of assistance to you in strengthening this weakness. I also note that the training program recommended by Seminar No. 3 for GS-13's and GS-14's who do not make the Mid-Career Executive Course might very well answer the recommendation of Seminar Group No. 2 for a new administrative management training course.

3. These and the other proposals of the Seminar Groups will be discussed in detail on 3 December as requested.



Robert S. Wattles  
Director of Personnel

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